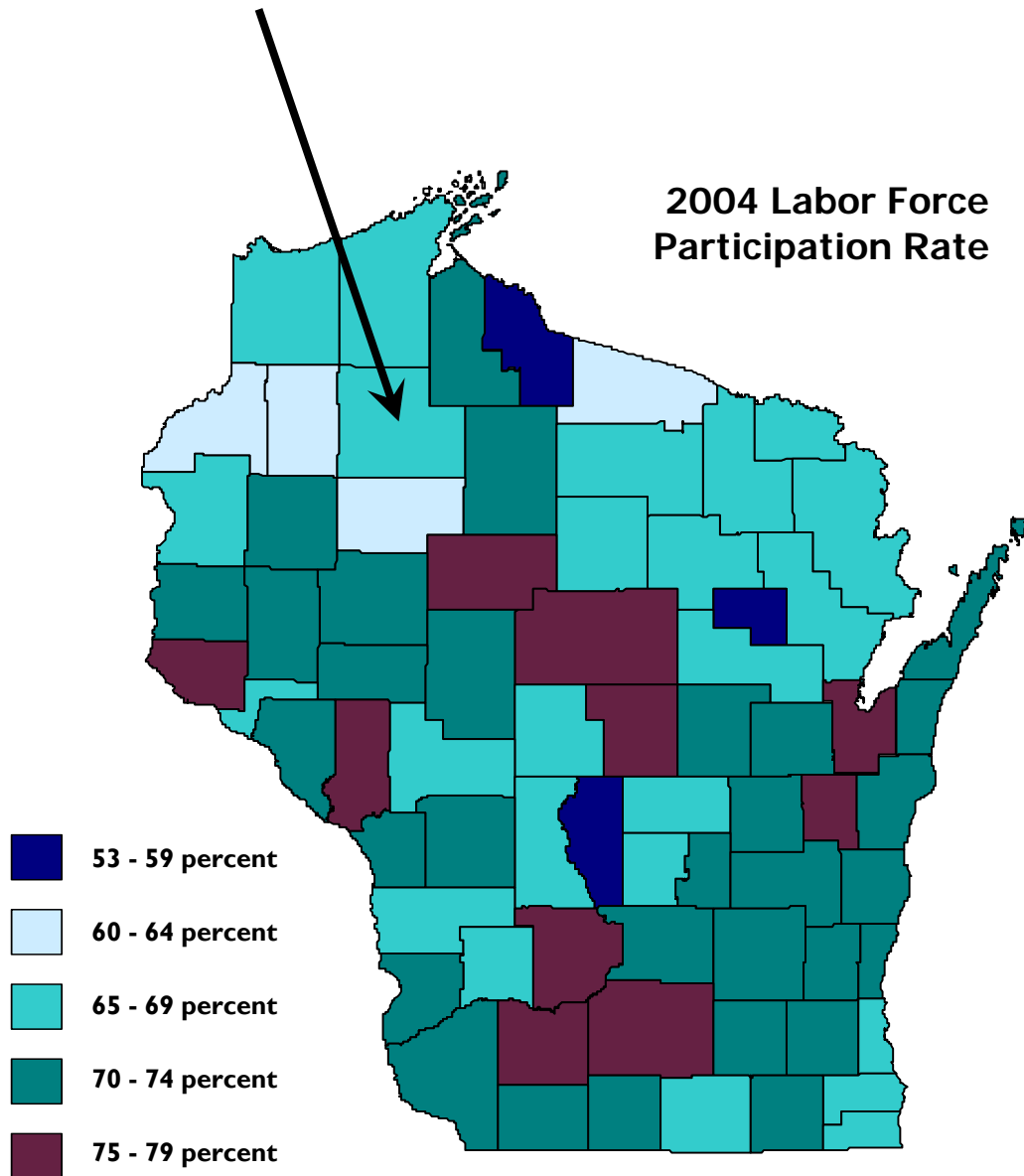


Sawyer County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

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State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

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County Population and Labor Force

Since 2000 there are 950 new residents in Sawyer County. The population increased 5.9 percent to a new total of 17,146. The increase ranked 18th fastest in the state and exceeded both national and state changes in population.

All of the increase is due to net migration into the county, especially in the northwest corner where the abundance of lakes attracts new residents. The largest population increase in the county was in the Town of Hayward with 117 new residents and contiguous to the Town of Bass Lake with the second largest increase.

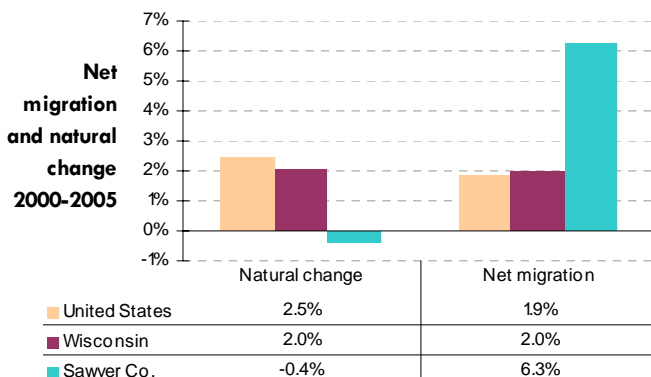
While there is evidence that some of the new residents move to the county not to retire but to work population projections foretell a future where the elderly increasingly comprise a larger share of the total population not only in Sawyer County but also in the state and nation. In 2005, roughly 30 percent of the labor force aged population (16 yrs and older) is aged 60 years or older. By 2020 that share will increase to nearly 42 percent, among of the highest in the state.

The labor force is a sum of factors that relate to the local population. Those factors include lower participation rates for women than men, much higher participation from middle-aged residents than either the young or elderly, and declining participation rates among the white population as minority participation increases. All of these factors are working against a rise in the number of labor force participants in Sawyer County even as the number of residents aged 16 years and over is increasing.

Five largest municipalities in Sawyer County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Sawyer County	16,196	17,146	950	5.9%
Hayward, Town	3,279	3,450	171	5.2%
Bass Lake, Town	2,244	2,349	105	4.7%
Hayward, City	2,129	2,246	117	5.5%
Lenroot, Town	1,165	1,265	100	8.6%
Winter, Town	969	1,065	96	9.9%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



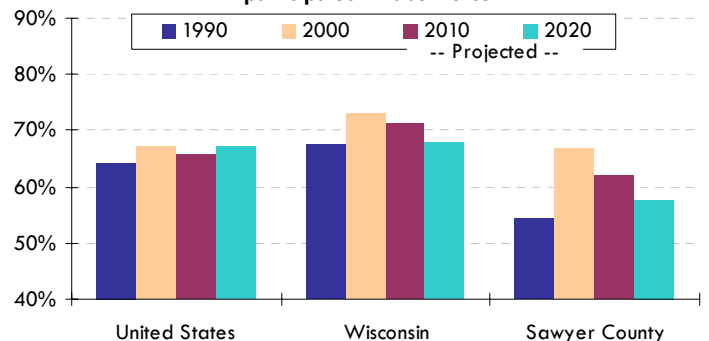
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Sawyer County
Total population in 2000	281,424,602	5,363,715	16,196
Population est. Jan. 1, 2005	295,160,302	5,580,757	17,146
Change	13,735,700	217,042	950
% change	4.9%	4.0%	5.9%
2005 Labor force population*	224,837,000	4,339,938	13,689
Share of total population	76.2%	78%	79.8%
Labor force	147,125,000	3,071,179	9,237
Labor force participation rate	65.4%	70.8%	67.5%
2005 Population 16 yrs. & over	228,621,674	4,417,313	13,938
16-24 yrs old	37,489,370	743,764	2,110
Share of population 16+ yrs	16.4%	16.8%	15.1%
25-59 yrs old	142,248,896	2,708,865	7,663
Share of population 16+ yrs	62.2%	61.3%	55.0%
60 yrs and older	48,883,408	964,684	4,165
Share of population 16+ yrs	21.4%	21.8%	29.9%
Projected population: 2020	335,804,546	6,110,878	18,391
Population 16 yrs. & over	264,085,104	4,869,573	15,506
16-24 yrs old	37,918,865	681,586	1,252
Share of population 16+ yrs	14.4%	14.0%	8.1%
25-59 yrs old	150,678,402	2,756,884	7,765
Share of population 16+ yrs	57.1%	56.6%	50.1%
60 yrs and older	75,487,837	1,431,103	6,489
Share of population 16+ yrs	28.6%	29.4%	41.8%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

Even though there is a possibility that the current labor force participation rate of 67.5 percent will increase slightly as baby-boomers choose to remain in the workforce instead of retiring early, that increase will be short-lived. At best there would be no change from the current labor force size, but more probable is a labor force smaller than today's.

Revised Labor Force

The labor force estimate for 2004 included 9,237 participants, more than in any year since 2000 but not higher than in 1999. The number of unemployed residents in the county declined in 2004 after four consecutive years of rising numbers but over the last 15 years has changed very little. Employment on-the-other-hand increased by more than 2,800 job-holders.

All labor force estimates published from 1990 to 2004 have been revised. The more recent years reflect trends revealed during Census 2000 while the 1990s were updated to include changes from 1990 to 2000 but are still based on ratios from the 1990 census which resulted in a large correction from 1999 to 2000.

The most significant increases in the Sawyer County labor force occurred in the early 1990s when over a three-year period more than 1,500 workers were added to the number employed in the county. The increase from 1992 through 1994 corresponds with job-growth with county employers, including the addition of the Lac Courte Oreilles Casino and manufacturing expansion. The increase in job opportunities encouraged more labor force participation and dramatically increased the participation rate from 58 percent in 1990 to 68 percent in 2000.

Sawyer County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	6,387	5,874	513	8.0%
1991	6,836	6,304	532	7.8%
1992	7,469	6,822	647	8.7%
1993	7,862	7,284	578	7.4%
1994	8,460	7,915	545	6.4%
1995	8,903	8,388	515	5.8%
1996	9,168	8,551	617	6.7%
1997	9,323	8,716	607	6.5%
1998	9,230	8,668	562	6.1%
1999	9,393	8,907	486	5.2%
2000	8,446	8,009	437	5.2%
2001	8,822	8,319	503	5.7%
2002	9,230	8,668	562	6.1%
2003	9,074	8,454	620	6.8%
2004	9,237	8,688	549	5.9%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

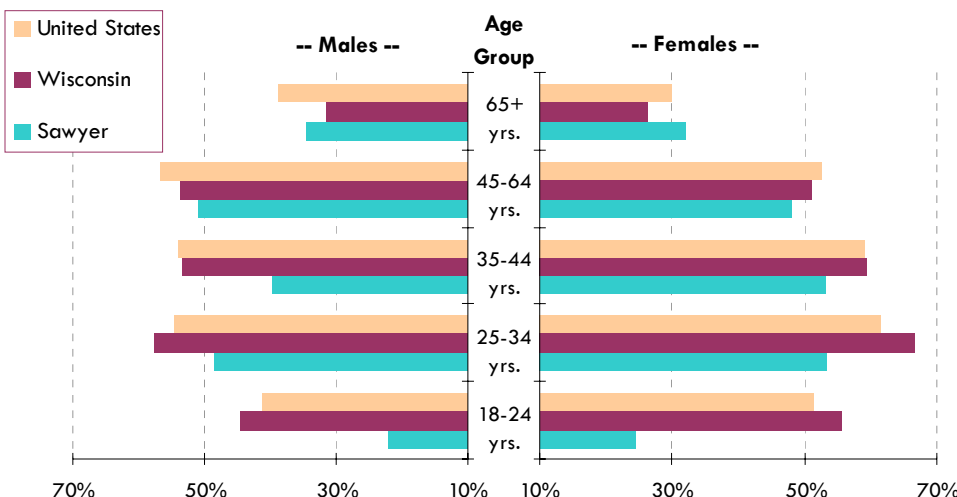
One of the most significant changes in employment that occurred during the last two decades was the shift from goods-producing to service-providing jobs. In tandem with this shift was the increase in demand for professional and technical workers employed in the high-skill services industries and the aggregation of these jobs in larger metropolitan areas.

Much of the job growth in high-skilled service jobs occurred in larger metropolitan areas while expansion in more rural economies produced lower-skilled service jobs and goods-producing jobs. The main exception in rural areas was job growth in health care and education, two industries with female-dominated professional and technical occupations. For

most counties in Wisconsin, including Sawyer, this helps explain why there is a greater proportion of females in nearly every age group with post-secondary education than males.

Growth of skilled professional and technical jobs in metropolitan areas attracted individuals from many rural areas. When students graduated from high school and left the area for post-secondary education there were few professional and technical job opportunities to bring them back to Sawyer County. As a consequence, the share by age group of Sawyer County residents with post-secondary education is less in every category than in the United States or Wisconsin

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

Overall, employers in Sawyer County added 155 jobs in 2004 but employers in two sectors, professional and business services, and leisure and hospitality were responsible for 2 in every 3 new jobs. This job growth is even more significant because the average annual wages for workers in these two industries exceed counterpart wages in the state. The wages for professional and business services workers especially affirms the importance of employers who employ workers in professional and technical occupations. Industries included in this sector that are prevalent in the county are legal, accounting, and engineering firms; design services; and corporate offices.

Even though wages in several sectors exceed statewide averages the total annual average wage in Sawyer County was only 72 percent of the overall average in Wisconsin. One primary factor in the lower overall wage is that the leisure and hospitality industry, in spite of wages that exceed the state average, has the lowest average wage in the county and the greatest number of jobs. The second greatest number of jobs is in the trade, transportation, and utilities super-sector, another industry with below average wages.

One-fifth of all wages earned in Sawyer County are paid to workers in education and health services, which in this dataset

Average Annual Wage by Industry Division in 2004

	2004 Wisconsin	2004 Sawyer County	Average Annual Wage Percent of Wisconsin	1-year % change
All Industries	\$ 34,749	\$ 25,029	72.0%	4.4%
Natural resources	\$ 27,399	\$ 23,489	85.7%	-2.3%
Construction	\$ 41,258	\$ 26,694	64.7%	-1.0%
Manufacturing	\$ 44,145	\$ 30,065	68.1%	7.9%
Trade, Transportation, Utilities	\$ 30,088	\$ 23,660	78.6%	3.3%
Information	\$ 41,759	suppressed	Not avail	Not avail.
Financial activities	\$ 45,103	\$ 30,955	68.6%	-1.4%
Professional & Business Services	\$ 39,580	\$ 41,290	104.3%	8.2%
Education & Health	\$ 36,408	\$ 29,608	81.3%	4.0%
Leisure & Hospitality	\$ 12,295	\$ 14,772	120.1%	1.7%
Other services	\$ 20,207	\$ 20,448	101.2%	10.4%
Public Administration	\$ 36,347	\$ 24,768	68.1%	7.9%

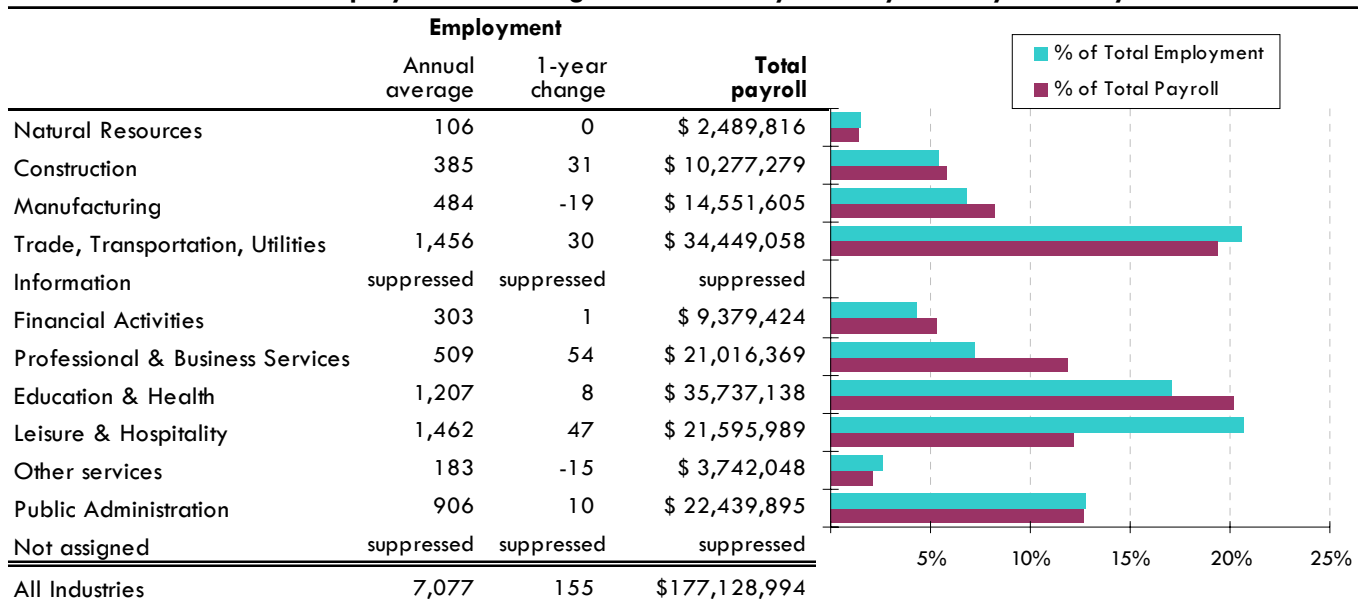
Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

includes all public sector education jobs. The average annual wage in Sawyer County exceeds counterpart wages in some neighboring counties but is only 81 percent of similar wages in the state, and job growth in the sector of 1.1 percent falls short of an increase in Wisconsin of 3.9 percent.

Manufacturing, with the second highest average wage, provides roughly seven percent of the jobs in Sawyer County and in 2004 was only one of two industry sectors to lose jobs.

Overall, wages rose 4.4 percent in Sawyer County in 2004 matching the increase statewide, but the 2.2 percent increase in jobs was better than the 0.9 percent increase in the state.

2004 employment and wage distribution by industry in Sawyer County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Sawyer County

Establishment	Product or Service	Size (Dec. 2004)
LCO Casino Lodge & Convention Center	Casinos, except casino hotels	250-499 employees
Lac Courte Oreilles Tribal	Tribal governments	250-499 employees
County of Sawyer	Executive & legislative offices, combined	250-499 employees
Hayward Community School District	Elementary & secondary schools	250-499 employees
Wal-Mart Associates Inc	Discount department stores	250-499 employees
Medical Services Inc - Hayward Hospital	Gen. medical & surgical hospitals	100-249 employees
Louisiana Pacific Corp	Reconstituted wood product mfg.	100-249 employees
Northern Lakes Coop	Supermarkets & other grocery stores	100-249 employees
LCO Community College	Junior colleges	100-249 employees
Lac Courte Oreilles Ojibwe School	Elementary & secondary schools	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Sawyer County

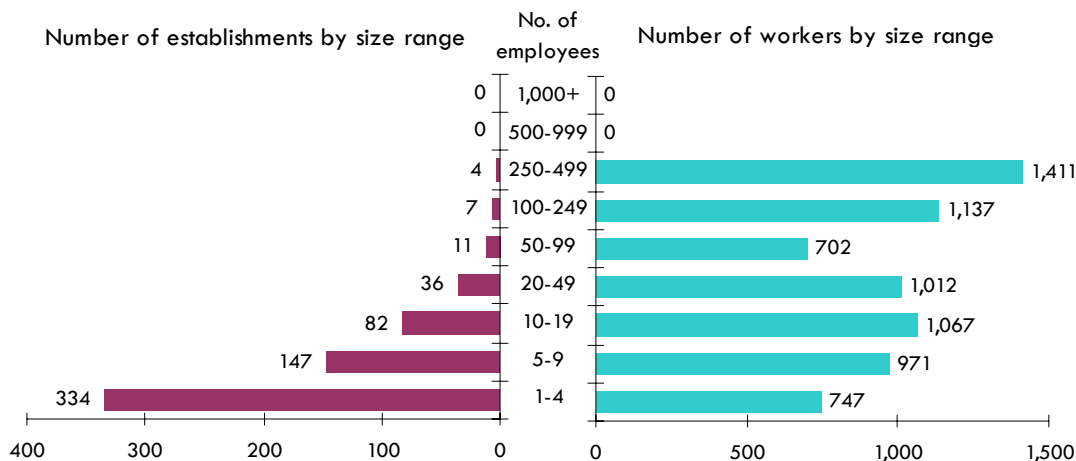
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Executive, legislative, & gen government	23	773	14	42
Educational services	5	701	-34	82
Food services and drinking places	67	533	-11	34
Amusement, gambling & recreation ind	*	*	not avail.	not avail.
General merchandise stores	5	312	52	222
Food and beverage stores	7	276	14	-74
Hospitals	*	*	not avail.	not avail.
Management of companies and enterprises	*	*	not avail.	not avail.
Accommodation	32	207	64	30
Professional and technical services	38	200	16	67

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Sawyer County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

The county's largest industry sector, leisure and hospitality services, with over 1,460 jobs, is represented on the list of ten largest employers by only one employer but it is the largest employer in the county. In addition to the casino the Lac Courte Oreilles tribe of Lake Superior Indians operates other enterprises three of which also appear on the top ten list.

Tribal government, as well as state, county, and township government units, combine to make the executive, legislative and general government industry group the largest in the county. And, of the five establishment in educational services, the second largest industry group, two are operated by the LCO tribe.

The third largest industry group, food services and drinking places, has twice as many establishments as most of the industry groups on the top ten list. However, because most of the establishments are small, there are no large employers in the county and there are fewer than eight workers per establishment.

In fact, only less than two percent of all employers in the county, have more than 100 employees yet they provide over 36 percent of all the jobs; and 80 percent of the employers have fewer than ten workers and provide roughly 24 percent of the jobs in the county.

Per Capita Personal Income

The per capita personal income (PCPI) in 2003 in Sawyer County of \$23,921 ranked 50th highest among Wisconsin's 72 counties. PCPI increased 2.6 percent in the last year and 22.3 percent since 1998. The percent change over last year exceeded an increase in PCPI in the state of 2.5 percent. The change since 1998, which ranked fourth highest in the state, also exceeded PCPI growth in the state of 17.2 percent. The PCPI in Sawyer County, however, remains well below the Wisconsin PCPI of \$30,685.

The per capita personal income report from the US Dept. of Commerce, Bureau of Economic Analysis, includes wages and salaries from jobholders, self-employed, proprietorships, and farmers. It also includes income from dividends, interest and rent; and income from transfer payments like social security, Medicaid, unemployment insurance, veteran's benefits, and welfare. The total of all these sources of income is divided by the total population to arrive at the per capita personal income.

Factors such as a higher share of residents without income (generally children), or residents on a fixed income (generally the elderly) can lower the PCPI. Another factor that heavily influences PCPI is net earnings, which comprise 70 percent of total personal income in the state and only 57 percent in Sawyer County. Net earnings include income from wages, self-employment, proprietors, and an adjustment for wages earned by residents who commute to jobs out of the county. In 2003 that totaled \$2,648,000 and was nearly double what it was five years earlier.

In Sawyer County total personal income of \$375,994,000 in 2003 was up 3.5 percent from 2002 and 23 percent from 1998. Total income increased faster than in Wisconsin and the United States over both the one-year and five-year periods. Income losses from dividends, interest, and rent were offset by gains in wages and salaries and transfer payments.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Wausara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005